

GOVERNMENT OF TELANGANA

ABSTRACT

Andhra Pradesh Shops and Establishments Act, 1988 – Grant of exemptions to M/s. Walmart India Private Limited (Best prize modern wholesale), store located in Hyderabad, Telangana State from Sections 7(1), 12(1) & 31(1) of the Andhra Pradesh Shops and Establishments Act, 1988 to keep open the shops on all 365 days of the year – Orders Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LABOUR) DEPARTMENT

G.O.RT.No. 126

Dated:15.09.2014

Read the following:-

- 1) Govt. Memo No.6767/Lab.II(1)/2009-1, dated 24.08.2009.
- 2) Govt. Memo No.7261/Lab.II(1)/2009-3, dated 20.04.2010.
- 3) Govt. Memo No.42/Lab.III/A2/2011, dated: 21.01.2011.
- 4)Representation of M/s. Walmart India Private Limited (Best prize modern wholesale) at Survey No.2/B, 3, 4/A, 5/A, 4/1, 5/1, Sagbowli Village, Rajendra Nagar Mandal Municipality, Ranga Reddy District, Hyderabad, Telangana State, dt.25.06.2014.

ORDER:

The application of M/s. Walmart India Private Limited (Best prize modern wholesale), store located in Hyderabad, Telangana State was received along with information in the prescribed formats seeking grant of exemption from Sections 7 (1), 12 (1) and 31 (1) of A.P. Shops & Establishments Act, 1988 to keep open the shops on all 365 days of the year.

2. The proposal of the M/s. Walmart India Private Limited (Best prize modern wholesale) has been examined and after careful consideration, the Government hereby exempt M/s. Walmart India Private Limited (Best prize modern wholesale), store located in Hyderabad, Telangana State from the provisions under Sections 7 (1), 12 (1) and 31 (1) of the Andhra Pradesh Shops and Establishments Act, 1988, for a period of one (1) year in respect of their outlet located at M/s. Walmart India Private Limited (Best prize modern wholesale) at Survey No.2/B, 3, 4/A, 5/A, 4/1, 5/1, Sagbowli Village, Rajendra Nagar Mandal Municipality, Ranga Reddy District, Hyderabad, Telangana State, subject to field verification and confirmation within (3) months and also subject to the conditions stipulated in the Notification.

3. Accordingly, the following notification will be published in the extraordinary issue of the Telangana State Gazette:-

NOTIFICATION

In exercise of the powers conferred under sub-section (4) of Section 73 of the Andhra Pradesh Shops & Establishments Act, 1988 (Andhra Pradesh Act 20 of 1988), the Governor of Telangana State hereby grants exemption to M/s. Walmart India Private Limited (Best prize modern wholesale), Hyderabad, Telangana State from the provisions of Sections 7(1), 12(1) & 31(1) of Andhra Pradesh Shops & Establishments Act, 1988 for a period of one (1) year in respect of their outlet located at M/s. Walmart India Private Limited (Best prize modern wholesale) at Survey No.2/B, 3, 4/A, 5/A, 4/1, 5/1, Sagbowli Village, Rajendra Nagar Mandal Municipality, Ranga Reddy District, Hyderabad, Telangana State, subject to field verification and confirmation within (3) months and also subject to the following conditions:-

- 1) The daily working hours of the employee shall be 8 hours and weekly 48 hours. Record of Over Time will be maintained in respect of the employees who worked beyond normal working hours, in the Wages Register, separately.
- 2) Every employee will be allowed a Weekly Holiday as per the list exhibited (form 24) at the main entrance of the shop.
- 3) If the employees are found working on any Holiday or after normal duty hours without proper indent for Over Time, the exemption granted will be liable for cancellation without any notice whatsoever.
- 4) Working Hours of the Shop shall be between 9.00 A.M to 11 P.M only.
- 5) In case of Women employees who are required to work beyond 8.30 P.M., safe transport arrangements will be provided to the women employees. A notice to this effect in Telugu and English will be prominently exhibited at the main entrance of the shop.
- 6) All employees will be provided with Appointment Letters and a copy of the same will be furnished to the jurisdiction inspector and acknowledgment will be preserved in the establishment for inspection at any time.

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- 7) Visit Book will be maintained exhibiting a copy of the exemption for verification by the Inspector for compliance with the conditions on exemption.
- 8) The exemption will be valid for one (1) year only and subject to satisfactory compliance with all the conditions of exemption and also compliance with the welfare provisions under various Labour Laws as applicable, renewal will be considered.
- 9) The exemption is applicable for only the establishment which applied for the exemption but not to any other establishment which has taken sub-lease within the establishment. The lessees also may be directed to obtain exemption, if they so choose.
- 10) If majority of the workers oppose the exemption on the ground of violation of labour laws and consequent exploitation, the exemption will be liable for cancellation without any notice.
- 11) The wages for the employees will be credited to their Savings Bank Account under intimation to the payees.
- 12) EPF & ESI deductions shall be implemented in respect of the eligible employees without fail.
- 13) The Employer shall cooperate in implementing the "Duties of Inspection" under Rule 28 of the Andhra Pradesh Shops and Establishments Rules, 1990 especially with regard to the implementation of the conditions and also the provisions of other applicable Labour Laws for the workers employed in their Shops.
- 14) The Exemption shall be liable for cancelation before the sanctioned period, if any statutory violation is detected and the Management of the establishment is found guilty.
- 15) This exemption will be valid for a period of one (1) year from the Date of notification and unless revoked.
- 16) Renewal of the exemption for one (1) year will be subject to satisfactory compliance with the above conditions.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

Dr. R.V. CHANDRAVADAN
SECRETARY TO GOVERNMENT (FAC)

To

The Commissioner of Printing, Stationery and Stores Purchase, Hyderabad. (with a request to publish the notification in Telangana State Gazette and furnish 5 copies to Government and 10 copies to Commissioner of Labour, Telangana State, Hyderabad.

The Commissioner of Labour, Telangana State, Hyderabad.

Copy to:

M/s. Walmart India Private Limited (Best prize modern wholesale) at Survey No.2/B, 3, 4/A, 5/A, 4/1, 5/1, Sagbowli Village, Rajendra Nagar Mandal Municipality, Ranga Reddy District, Hyderabad, Telangana State.

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// FORWARDED :: BY ORDER //

SECTION OFFICER